



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK

Commissioner of Education
President of the University of the State of New York
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Albany, New York 12234

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February 21, 2017

Revised – §3012-d Supplemental Form for Alternate SLOs (Material Change)

Jeramy Clingerman, Superintendent
Gorham-Middlesex Central School District
4100 Baldwin Road
Rushville, NY 14544

Dear Superintendent Clingerman:

Congratulations. I am pleased to inform you that the material change you submitted to your currently approved Annual Professional Performance Review (APPR) plan on the Supplemental Form for Alternate SLOs meets the criteria outlined in Subpart 30-3 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the certifications and assurances that are part of your approved APPR plan and those found in the Supplemental Form for Alternate SLOs. If any material changes are made to your approved plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

Please be advised that, pursuant to Education Law §3012-d, the Department will be analyzing data supplied by districts, BOCES, and/or schools and may order a corrective action plan if there are unacceptably low correlation results between the Student Performance category and the Teacher Observation or Principal School Visits category, and/or if the teachers' or principals' overall ratings and subcomponent scores show little differentiation across educators and/or the lack of differentiation is not justified by equivalently consistent student achievement results, and/or if schools or districts show a pattern of anomalous results in the Student Performance category and/or the Observation/School Visits category.

The New York State Education Department and I look forward to continuing our work together, with the goal of ensuring that every school has world-class educators in the classroom, every teacher has a world-class principal to support his or her professional growth, and every student achieves college and career readiness.

Thank you again for your hard work.

Sincerely,

MaryEllen Elia
Commissioner

Attachment

c: Scott Bischooping

PLEASE NOTE:

Pursuant to section 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 ELA and math State assessments and any State-provided growth scores. During the 2016-17 through 2018-19 school years only, your district/BOCES must use the alternate SLOs described in your "Supplemental Form for Alternate SLOs" which have been incorporated into your approved §3012-d APPR plan for teachers and principals who, as a result of the above exclusions, have no remaining measures in the Student Performance Category.

During this transition period, your district/BOCES must also continue to provide affected teachers and principals with their original APPR scores and ratings calculated based on the measures in your currently approved APPR plan *without any modifications, substitutions, or replacements as a result of the transition regulations*. Original APPR scores and ratings must be used for advisory purposes only and shall have no impact on employment decisions, tenure determinations, or teacher and principal improvement plans.

Teachers and principals whose APPRs do not include grades 3-8 ELA and math State assessments or State-provided growth scores are not impacted by the transition regulations. Accordingly, APPR scores and ratings for such staff must be calculated pursuant to your district's/BOCES's approved APPR plan without any modifications, and no transition scores and ratings need be generated.

The transition period will end at the conclusion of the 2018-2019 school year. Beginning in the 2019-20 school year, each educator will receive only a single set of scores and ratings pursuant to the measures outlined in your district's/BOCES APPR plan.

Only documents that are incorporated by reference in your APPR have been reviewed and are considered as part of your APPR; therefore, any supplemental documents such as memorandums of agreement or understanding that were uploaded with your APPR but are not incorporated by reference in your APPR have not been reviewed. However, the Department reserves the right to review the uploaded attachments at any time for consistency with your APPR plan and/or to ensure compliance with applicable laws and regulations; and as a result of such review, the Department may reject your APPR plan and/or require corrective action.

Annual Professional Performance Review - Supplemental Form for AlternateSupplemental Form Directions - Directions

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Directions

As an alternative to completing this Supplemental Form for Alternate SLOs, a district/BOCES may open their APPR plan and include the relevant information in Task 2 (Transition) and Task 7 (Transition).

To open your approved APPR plan, please contact EducatorEval@nysed.gov.

Pursuant to section 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 English Language Arts (ELA) and Math State assessments and any State-provided growth scores. During the 2016-17 through 2018-19 school years only, alternate student learning objectives (SLOs) must be generated to calculate transition scores and ratings for teachers and principals who have no remaining Student Performance Category measures as a result of the above exclusions. Please note that districts/BOCES must also continue to provide affected teachers and principals with their original APPR scores and ratings calculated based on the measures in their currently approved APPR plan without any modifications, substitutions, or replacements as a result of the transition regulations during the transition period. Original APPR scores and ratings must be used for advisory purposes only and shall have no impact on employment decisions, tenure determinations, or teacher and principal improvement plans.

Teachers and principals whose APPRs do not include grades 3-8 ELA and math State assessments or State-provided growth scores are not impacted by the transition regulations and their evaluations shall be calculated pursuant to their district's/BOCES' approved APPR Plan without any changes, and no transition scores and ratings need to be generated.

This supplemental form must be completed by districts/BOCES whose Education Law §3012-d Annual Professional Performance Review (APPR) plans were approved by the Department for use beginning in the 2015-16 school year in order to specify the alternate SLOs, as described above, that will be used for applicable teachers and principals during the remainder of the transition period (i.e., the 2016-17 through 2018-19 school years). Beginning in the 2019-20 school year, districts and BOCES will no longer be required to calculate transition scores and ratings, and will only calculate a single set of scores and ratings for each educator pursuant to the measures and assessments outlined in their approved §3012-d APPR plan. For more information please see the December 2015 Board of Regents item at <http://www.regents.nysed.gov/common/regents/files/1215bra10.pdf>, and the Department's Frequently Asked Questions Guidance document regarding sections 30-2.14 and 30-3.17 of the Rules of the Board of Regents on EngageNY at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

This form must be completed and submitted no later than March 1, 2017 for the 2016-17 school year. Please note that if your district/BOCES wishes to make changes to the measures and assessments used for the alternate SLOs in future school years, you must submit this form on or before March 1 of the school year in which the changes will take effect. The Department will not accept late submissions of this form.

Upon submission, the Department will only review the information included on this supplemental form and no other portions of the APPR plan will be reviewed by the Department for compliance with Education Law §3012-d. Therefore, it is the responsibility of the district/BOCES to assure that the changes requested in this form will not have an impact on the implementation of any other part of their approved APPR plan since the Department will not be reviewing the remaining portions of the approved APPR plan for compliance with Education Law §3012-d. The Department recommends that districts/BOCES consult with their local counsel before submitting this supplemental form or any material changes to their currently approved plan in the APPR Portal.

Annual Professional Performance Review - Supplemental Form for Alternate**Task 2. Transition Student Performance - Required (Teachers) - Task 2 Alternate SLOs**

Page Last Modified: 02/14/2017

Task 2) Required Student Performance Subcomponent (Transition Period, 2016-17 through 2018-19)*The measures indicated in this section only apply during the 2016-17 through 2018-19 school years.*

For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

For guidance on the use of alternate SLOs during the transition period, see: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

During the 2016-17 through 2018-19 school years, pursuant to the requirements of §30-3.17 of the Rules of the Board of Regents, grades 3-8 NYS ELA/math assessments and any State-provided growth scores may only be used for advisory purposes and may not be used for the purpose of calculating transition scores and ratings.

If grades 3-8 ELA/math State assessments and any State-provided growth scores are the entirety of the Student Performance category, districts/BOCES must also develop an alternate SLO based on assessments that are not grade 3-8 ELA/math State assessments and/or on State-provided growth scores for the Required subcomponent of the Student Performance category during the transition to higher standards through new State assessments aligned to revised learning standards and a revised State-approved growth model.

2.2-2.10) Alternate SLOs (Transition Period, 2016-17 through 2018-19)

Using the table below, please first select a measure and assessment(s) that will be used for the alternate SLO during the 2016-17 through 2018-19 school years, then indicate the applicable courses.

Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)	Applicable Course(s)
District- or BOCES-wide results	<input checked="" type="checkbox"/> All Regents given in building/district			<input checked="" type="checkbox"/> 3 ELA <input checked="" type="checkbox"/> 3 Math <input checked="" type="checkbox"/> 4 ELA <input checked="" type="checkbox"/> 4 Math <input checked="" type="checkbox"/> 5 ELA <input checked="" type="checkbox"/> 5 Math <input checked="" type="checkbox"/> 6 ELA <input checked="" type="checkbox"/> 6 Math <input checked="" type="checkbox"/> 7 ELA <input checked="" type="checkbox"/> 7 Math <input checked="" type="checkbox"/> 8 ELA <input checked="" type="checkbox"/> 8 Math

2.11) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

2.12) Teachers with More Than One Growth Measure (Transition)

For more information on teachers with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>.

If educators have more than one alternate SLO, the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO.

Annual Professional Performance Review - Supplemental Form for Alternate**Task 7. Transition Student Performance - Required (Principals) - Task 7 Alternate SLOs**

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Task 7) Required Student Performance Subcomponent (Transition Period, 2016-17 through 2018-19)*The measures indicated in this section only apply during the 2016-17 through 2018-19 school years.*For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.For guidance on the use of alternate SLOs during the transition period, see: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

During the 2016-17 through 2018-19 school years, pursuant to the requirements of §30-3.17 of the Rules of the Board of Regents, if excluding grade 3-8 ELA/math State assessments and any State-provided growth scores results in no remaining student performance measures, districts/BOCES must develop alternate SLOs based on assessments that are not grade 3-8 ELA/math State assessments for the Required subcomponent of the Student Performance Category during the transition to higher standards through new State assessments aligned to revised learning standards and a revised State-approved growth model.

7.1-7.2) Alternate SLOs (Transition Period, 2016-17 through 2018-19)

Please list the grade configurations of the schools or principals where alternate SLOs will apply. For each configuration, also indicate the measure and assessment(s) used for the alternate SLO.

For each grade configuration indicate the following:

- Column 1: lowest grade that corresponds to the building or program
- Column 2: highest grade that corresponds to the building or program
- Column 3: measure used
- Column 4: assessment(s) used

Follow the examples below.

	(1) lowest grade	(2) highest grade	(3) measure	(4) assessment(s)
Grades K-2 Building	K	2	District- or BOCES-wide results	Common Core English, Common Core Algebra, Living Environment, Global 2, US History
Grades 11-12 Building	11	12	Principal-specific results	Common Core English, US History

Using the table below, please select the assessment(s) that will be used for the alternate SLOs during the 2016-17 through 2018-19 school years for each grade configuration listed. In all other school years, the SLO will be based on the largest grades/courses in the principal's school building, using State or Regents assessments as the underlying evidence for such SLOs where they exist.

Annual Professional Performance Review - Supplemental Form for Alternate

Task 7. Transition Student Performance - Required (Principals) - Task 7 Alternate SLOs

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Grade From	Grade To	Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)
3	5	District- or BOCES-wide results	<input checked="" type="checkbox"/> All Regents given in building/district		
6	8	District- or BOCES-wide results	<input checked="" type="checkbox"/> All Regents given in building/district		

7.3) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

7.4) Principals with More than One Growth Measure (Transition)

For more information on principals with more than one growth measure, please see NYSED APPR Guidance and SLO

Guidance: <https://www.engageny.org/resource/appr-3012-d>.

If educators have more than one alternate SLO, the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO.

Annual Professional Performance Review - Supplemental Form for Alternate

Statement of Assurances - Upload Statement of Assurances

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Upload Statement of Assurances

Please Note: SED Monitoring timestamps each revision and signatures cannot be dated earlier than the last revision.

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: Supplemental Form Statement of Assurances.

Gorham-Middlesex statement of assurance1.pdf

Statement of Assurances

By signing this document, the district/BOCES and the collective bargaining agent(s), where applicable, certify that this document represents the portion of the district's/BOCES' Annual Professional Performance Review (APPR) Plan that shall be used to calculate transition scores and ratings pursuant to section 30-3.17 of the Rules of the Board of Regents for those teachers and principals that have no remaining measures in the Student Performance Category as a result of the calculation of transition scores during the transition period. Further, the district/BOCES certifies that all provisions in this supplemental form that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such form complies with the requirements of Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the district/BOCES.

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that complies with Subpart 30-3 of the Rules of the Board of Regents.

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that this supplemental form will be fully implemented by the district/BOCES along with their approved APPR Plan; that there are no collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent, conflict, or interfere with full implementation of the APPR Plan and this form; and that no material changes will be made to the Plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-3 of the Rules of the Board of Regents.

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that during the 2015-16 through 2018-19 school years, transition scores and ratings will be calculated for teachers and principals that exclude the results of grades 3-8 English language arts (ELA) and math State assessments and any State-provided growth scores; that the district/BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures in their currently approved APPR plan without any modifications, substitutions, or replacements during the transition period; and that original APPR scores and ratings will be provided for advisory purposes only, and will have no impact on employment decisions, including tenure determinations, or teacher and principal improvement plans.

The district/BOCES and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this supplemental form is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this form may be returned or forfeited to the State pursuant to Education Law 3012-d(11), as added by Chapter 56 of the Laws of 2015

The district/BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to this supplemental form and their corresponding approved APPR Plan:

- Assure that the overall transition rating will be used as a significant factor in employment decisions, tenure determinations, and teacher and principal improvement plans during the 2016-17 through 2018-19 school years;
- Assure that original APPR scores and ratings will not be used as the basis for employment decisions and will be used for advisory purposes only during the 2016-17 through 2018-19 school

years;

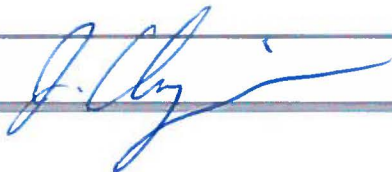
- Assure that, during the 2016-17 through 2018-19 school years, the district or BOCES shall provide teachers and principals whose Student Performance category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments and/or State-provided growth scores with their APPR transition scores and ratings computed pursuant to §30-3.17 of the Rules of the Board of Regents as soon as practicable but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is being measured;
- Assure that, during the 2016-17 through 2018-19 school years, the district/BOCES shall provide such teachers and principals with their original composite APPR rating by September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured, or as soon as practicable thereafter;
- Assure that the APPR Plan and this supplemental form will be filed in the district/BOCES office and made available to the public on the district's/BOCES' website no later than September 10 of each school year, or within 10 days after the plan's or form's approval by the Commissioner, as applicable, whichever shall later occur;
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner;
- Assure that the district/BOCES will report the both the original and transition individual category and subcomponent scores and the overall original and transition ratings to the State for each classroom teacher and building principal in a manner prescribed by the Commissioner during the 2016-17 through 2018-19 school years;
- Certify that the district/BOCES provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them;
- Assure that educators who receive a Developing or Ineffective rating as their overall transition rating during the 2016-17 through 2018-19 school years will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;
- Assure that, where applicable, the alternate SLOs for the Student Performance category described in this form will be used across all classrooms in the same grade/subject in the district/BOCES in a consistent manner to the extent practicable;
- Assure that all growth targets set as part of the alternate SLOs described in this supplemental form represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator;
- Assure that any material changes to this form and/or the district/BOCES approved APPR plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner;
- Assure that the alternate SLOs described in this supplemental form apply to all classroom teachers and building principals who have no remaining Student Performance category measures as a result of the exclusion of the results of the grades 3-8 ELA and math State assessments and State-provided growth scores from the calculation of their transition APPR rating, pursuant to Subpart 30-3 of the regulations and Department guidance, and do not apply to any other teachers or principals;
- Assure that the district/BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to Subpart 30-3 of the regulations;
- Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by State or Federal law for each classroom or program of the grade does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such classroom or program of the grade;

- Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, or performance assessments shall not be counted towards the limits established by this subdivision. In addition, formative and diagnostic assessments shall not be counted towards the limits established by this subdivision and nothing in this subdivision shall be construed to supersede the requirements of a section 504 plan of a qualified student with a disability or Federal law relating to English language learners or the individualized education program of a student with a disability; and
- Assure that the alternate SLOs described in this supplemental form will be used as the basis of teachers' and principals' transition APPR scores and ratings, where applicable, during the 2016-17 through 2018-19 school years only.

Signatures, dates


Superintendent Signature:

Date:

 2/21/17

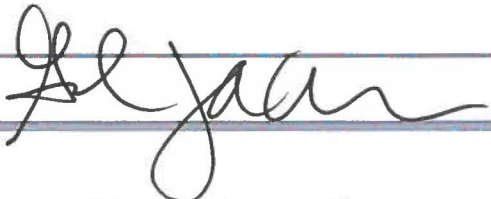
Teachers Union President Signature:

Date:

 2/21/17


Administrative Union President Signature:

Date:

 2/21/17

Board of Education President Signature:

Date:

 2/21/17

Annual Professional Performance Review

Task 1. School District Information

Created: 02/20/2014

Last updated: 02/04/2016

For guidance related to Annual Professional Performance Review plans, see NYSED APPR

Guidance: <https://www.engageny.org/resource/appr-3012-d>.

Task 1. School District Information

Disclaimers

The Department will review the contents of each school district's/BOCES' Annual Professional Performance Review (APPR) plan as submitted using this online form, including required attachments, to determine if the plan rigorously complies with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Department approval does not imply endorsement of specific educational approaches in a district's/BOCES' plan.

The Department reserves the right to request further information from a district/BOCES to monitor compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. As such, each district/BOCES is required to keep detailed records on file for each section of the currently implemented APPR plan. Such detailed records must be provided to the Department upon request. The Department reserves the right to disapprove or require modification of a district's/BOCES plan that does not rigorously adhere to the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district/BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district/BOCES, as necessary, as part of its review of this plan.

If the Department reasonably believes through investigation, or otherwise, that statements made in this APPR plan are not true or accurate, it reserves the right to reject this plan at any time and/or to request additional information to determine the truth and/or accuracy of such statements.

Pursuant to sections 30-2.14 and 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 ELA and math State assessments and any State-provided growth scores. For the 2016-17 through 2018-19 school years, your district must specify in Tasks 2 and 7 the measures and assessments that will be used for transition SLOs for affected teachers who, as a result of the above exclusions, have no remaining measures in the Student Performance Category.

1.1) School District's BEDS Number: 430901060000

If this is not your BEDS Number, please enter the correct one below

430901060000

1.2) School District Name: GORHAM-MIDDLESEX CSD (MARCUS WHITMAN)

If this is not your school district, please enter the correct one below

GORHAM-MIDDLESEX CSD (MARCUS WHITMAN)

1.3) Assurances

Please check all of the boxes below:

Assure that the content of this form represents the district's/BOCES' entire APPR plan and that the APPR plan is in compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that a detailed version of the district's/BOCES' entire APPR plan is kept on file and that a copy of such plan will be provided to the Department upon request for review of compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that this APPR plan will be posted on the district/BOCES website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur.	Checked
Assure that it is understood that this district's/BOCES' APPR plan will be posted in its entirety on the NYSED website following approval.	Checked

1.4) Submission Status

Is this a first-time submission under Education Law §3012-d or the submission of material changes to an APPR plan approved pursuant to Education Law §3012-d? For districts, BOCES or charter schools that did have an existing approved APPR plan under Education Law §3012-d, this must be listed as a submission of material changes to the approved APPR plan.

First-time submission under Education Law §3012-d

Task 2. Student Performance - Required Subcomponent (Teachers)

Created: 02/20/2014
Last updated: 02/24/2016

Use the links above to move between pages in Task 2; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete. For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

Page 1: Task 2.1, Task 2.2 (4-8 ELA and Math)

Page 1: Task 2.1 (Assurances) and Task 2.2 (4-8 ELA and Math)

REQUIRED SUBCOMPONENT

(100% of Student Performance category if only the Required subcomponent is used or at least 50% when used with the Optional subcomponent)

(A) For a teacher whose course ends in a State-created or administered test for which there is a State-provided growth model and at least 50% of a teacher’s students are covered under the State-provided growth measure, such teacher shall have a State-provided growth score based on such model.

(B) For a teacher whose course does not end in a State-created or administered test or where less than 50% of the teacher’s students are covered by a State-provided growth measure, such teacher shall have a Student Learning Objective (SLO) developed and approved by his/her superintendent or another trained administrator, using a form prescribed by the Commissioner, consistent with the SLO process determined or developed by the Commissioner, that results in a student growth score; provided that, for any teacher whose course ends in a State-created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO.

2.1) Assurances

Please check the boxes below:

Assure that the growth score provided by NYSED will be used, where required.	Checked
Assure that back-up SLOs will be set by the superintendent or another trained administrator for all 4-8 ELA and Math teachers in the event that a State-provided growth score cannot be generated for that teacher.	Checked
For any grade/subject that requires a back-up SLO, but for which there are not enough students, not enough scores, or data issues that prevent a teacher-specific SLO from being created, the superintendent or another trained administrator shall develop a school-wide back-up SLO using available State/Regents assessments.	Checked

STATE-PROVIDED MEASURES OF STUDENT GROWTH

For teachers in grades 4 - 8 Common Branch, ELA, and Math, NYSED will provide a growth score and rating. That rating will incorporate students' academic history compared to similarly academically achieving students and takes into consideration students with disabilities, English

language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents. While most teachers of 4-8 Common Branch, ELA and Math will have State-provided scores and ratings, some may teach other courses where there is no State-provided growth measure. Teachers with 50 – 100% of students covered by State-provided growth measures will receive a growth score and rating from the State for the full Student Performance category of their evaluation. Teachers with 0 – 49% of students covered by State-provided growth measures must have SLOs for the Student Performance category of their evaluation and one SLO must use the State-provided measure if applicable for any courses. (See APPR Guidance and SLO Guidance for more detail on teachers with State-provided growth measures and SLOs.)

For those teachers who would typically receive a State-provided growth score, the district/BOCES must also include a back-up SLO process in the event that there are not enough students, not enough scores, or data issues that prevent a State-provided growth score from being calculated for that teacher.

2.2) Grades 4-8 ELA and Math: Assessments

Using the drop-down boxes below, please select the assessment that will be used for the back-up SLOs for the grade/subject listed.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.2, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., 4-8 ELA or Math, such assessment must be used as the underlying evidence for the SLO.

Grade 4 ELA Assessment Name

NYS Grade 4 ELA Assessment

Grade 5 ELA Assessment Name

NYS Grade 5 ELA Assessment

Grade 6 ELA Assessment Name

NYS Grade 6 ELA Assessment

Grade 7 ELA Assessment Name

NYS Grade 7 ELA Assessment

Grade 8 ELA Assessment Name

NYS Grade 8 ELA Assessment

Grade 4 Math Assessment Name

NYS Grade 4 Math Assessment

Grade 5 Math Assessment Name

NYS Grade 5 Math Assessment

Grade 6 Math Assessment Name

NYS Grade 6 Math Assessment

Grade 7 Math Assessment Name

NYS Grade 7 Math Assessment

Grade 8 Math Assessment Name

NYS Grade 8 Math Assessment

Page 2: Task 2.3 (3 ELA and Math), Task 2.4 (4 and 8 Science)**Page 2: Task 2.3 (3 ELA and Math) and Task 2.4 (4 and 8 Science)****STUDENT LEARNING OBJECTIVES: Courses Ending with State Assessments or Regents Exams**

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.) For guidance on SLOs, see NYSED SLO Guidance:

<https://www.engageny.org/resource/appr-3012-d>.

For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO for students taking such assessments: :

- State assessments (or Regents or Regent equivalents), *required if one exists*

2.3) Grade 3 ELA and Math: Assessments

Using the drop-down boxes below, please select the assessment that will be used for the SLOs for the grade/subject listed.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.3, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., grade 3 ELA or Math, such assessment must be used as the underlying evidence for the SLO.

Grade 3 ELA Assessment Name

NYS Grade 3 ELA Assessment

Grade 3 Math Assessment Name

NYS Grade 3 Math Assessment

2.4) Grades 4 and 8 Science: Assessment(s)

Using the drop-down box below, please select the assessment that will be used for the SLOs for the grade/subject listed.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.4, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., grade 8 Science, such assessment must be used as the underlying evidence for the SLO.

Grade 4 Science Assessment Name

NYS Grade 4 Science Assessment

Grade 8 Science Assessment Name

NYS Grade 8 Science Assessment

Page 3: Task 2.5 (HS Courses Ending in a Regents), Task 2.6 (HS ELA)

Page 3: Task 2.5 (High School Courses Ending in a Regents Exam) and Task 2.6 (High School ELA)

STUDENT LEARNING OBJECTIVES: Courses Ending with State Assessments or Regents Exams

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.) For guidance on SLOs, see NYSED SLO Guidance:

<https://www.engageny.org/resource/appr-3012-d>.

For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO for students taking such assessments:

- State assessments (or Regents or Regent equivalents), *required if one exists*

2.5) High School Courses Ending in a Regents Exam: Assessments

Note: Additional high school courses may be listed below in the "All Other Courses" section of this form.

Using the drop-down boxes below, please select the assessment that will be used for the SLOs for the grade/subject listed.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.5, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a Regents assessment, i.e., high school Regents courses, such assessment must be used as the underlying evidence for the SLO.

Global 2 Assessment Name

Global 2 Regents

US History Assessment Name

US History Regents

Living Environment Assessment Name

Living Environment Regents

Earth Science Assessment Name

Earth Science Regents

Chemistry Assessment Name

Chemistry Regents

Physics Assessment Name

Physics Regents

Algebra I Assessment Name

Common Core Algebra Regents

Geometry Assessment Name

Common Core Geometry Regents

Algebra II/Trigonometry Assessment Name

Common Core Algebra II Regents

STUDENT LEARNING OBJECTIVES: High School English Language Arts

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

For high school English Language Arts, the following must be used as the evidence of student learning within the SLO:

- State assessments (or Regents or Regent equivalents), required in at least one year of high school English Language Arts

For grade levels where the Regents exam is not used:

- District-determined assessments from list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments; or
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

2.6) High School English Language Arts Courses: Measures and Assessments

Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.

Note: Additional high school English Language Arts courses may be listed below in the “All Other Courses” section of this form.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.6, choose "Not

Applicable" from the drop-down box. This would be appropriate if, for example, the district/ BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

Grade 9 ELA Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

Indicate the assessment(s) used for the grade 9 ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 10 ELA Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

Indicate the assessment(s) used for the grade 10 ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 11 ELA Measure

Regents assessment

Grade 11 ELA Regents Assessment Name

Common Core English Regents

Grade 12 ELA Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

Indicate the assessment(s) used for the grade 12 ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents

Common Core Algebra Regents

Common Core Geometry Regents

Common Core Algebra II Regents

Living Environment Regents

Earth Science Regents

Chemistry Regents

Physics Regents

Global 2 Regents

US History Regents

Page 4: Task 2.7 (K-2 ELA and Math)

Page 4: Task 2.7 (K-2 ELA and Math)**STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams**

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

For other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:

- State-approved non-traditional standardized 3rd party assessments (grades K-2)
- State-approved district, regional or BOCES-developed assessments
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

2.7) Grade K-2 ELA and Math: Measures and Assessments

Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.7, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or

social studies and therefore would have State-provided growth measures; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

Grade K ELA Measure

School, or BOCES group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the K ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents

Common Core Algebra Regents

Common Core Geometry Regents

Common Core Algebra II Regents

Living Environment Regents

Earth Science Regents

Chemistry Regents

Physics Regents

Global 2 Regents

US History Regents

Grade 1 ELA Measure

School, or BOCES group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the 1 ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents

Common Core Algebra Regents

Common Core Geometry Regents

Common Core Algebra II Regents

Living Environment Regents

Earth Science Regents

Chemistry Regents

Physics Regents

Global 2 Regents

US History Regents

Grade 2 ELA Measure

School, or BOCES group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 2 ELA school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade K Math Measure

School, or BOCES group, team, or linked results based on State/Regents assessments
--

Indicate the assessment(s) used for the grade K math school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 1 Math Measure

School, or BOCES group, team, or linked results based on State/Regents assessments
--

Indicate the assessment(s) used for the grade 1 math school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents

Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 2 Math Measure

School, or BOCES group, team, or linked results based on State/Regents assessments
--

Indicate the assessment(s) used for the grade 2 math school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Page 5: Task 2.8 (Grades 6-7 Science, 6-8 Social Studies), Task 2.9 (Global 1)

Page 5: Task 2.8 (Grades 6-7 Science and 6-8 Social Studies) and Task 2.9 (Global Studies 1)

STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

For other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:

- State-approved 3rd party assessments
- State-approved district, regional or BOCES-developed assessments
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

2.8) Grades 6-7 Science and Grades 6-8 Social Studies: Measures and Assessments

Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.8, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or social studies and therefore would have State-provided growth measures; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

Grade 6 Science Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 6 science school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 7 Science Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 7 science school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents

Global 2 Regents
US History Regents

Grade 6 Social Studies Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 6 social studies school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 7 Social Studies Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 7 social studies school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

Grade 8 Social Studies Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the grade 8 social studies school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

2.9) Regents Global Studies 1: Measures and Assessments

Note: Additional high school social studies courses may be listed below in the "All Other Courses" section of this form. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.

Using the drop-down boxes below, please select the assessment that will be used for SLOs for the grade/subject listed.

Please note: If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.9, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

Global 1 Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the Global 1 school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents

Page 6: Task 2.10 (All Other Courses), Tasks 2.11-2.14

Page 6: Task 2.10 (All Other Courses), Task 2.11 (HEDI Scoring Bands), Task 2.12 (Teachers with More Than One Growth Measure), Task 2.13 (Assurances) and Task 2.14 (Use of the Optional Subcomponent and Student Performance Category Weighting)

2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have SLOs. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above".

For "All Other Courses" indicate the following:

- **Column 1: lowest grade that corresponds to the course**
- **Column 2: highest grade that corresponds to the course**
- **Column 3: subject of the course**
- **Column 4: measure used**
- **Once a measure is selected, a corresponding menu will appear for the selection of the name(s) of the assessment(s) used.**

To designate "All Courses Not Named Above":

lowest grade = K, highest grade = 12, subject = All Courses Not Named Above

To list specific courses, follow the examples below

K-3 Art:

- lowest grade = K
- highest grade = 3
- subject = Art
- measure = State-approved district, regional, or BOCES developed assessment
- assessment = District A-developed K-3 Art Assessment

Grades 9 - 12 English Electives:

- lowest grade = 9
- highest grade = 12
- subject = English Electives
- measure = School- or BOCES-wide group, team, or linked results based on State/Regents assessment
- assessment = Common Core English Regents

Other Courses #1 Grade(s), Subject and Measure

	LOWEST GRADE	HIGHEST GRADE	SUBJECT	MEASURE
	K	12	All courses not named above	School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the Other Courses #1 school, or BOCES group, team, or linked results based on State assessments:

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

No Responses Selected

If you need additional space, upload a copy of "Form 2.10: All Other Courses" as an attachment for review. [Click here for a downloadable copy of Form 2.10. \(MS Word\)](#).

(No response)

2.11) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

2.12) Teachers with More Than One Growth Measure

If educators have more than one State-provided growth score and rating, those scores and ratings will be combined into one score and HEDI rating for the Required Student Performance subcomponent provided by the Department. (Examples: Common branch teacher with State-provided measures for both ELA and Math in grade 4; middle school math teacher with both 7th and 8th grade math courses.)

If educators have more than one SLO (or a State-provided growth measure and an SLO), the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO (or in the State-provided growth measure and the SLO). For more information on teachers with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>.

2.13) Assurances

For guidance on SLOs and the development of back-up SLOs, please see NYSED APPR Guidance and NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>.

Assure that the teacher has an SLO or a back-up SLO, where applicable, consistent with the goal setting process developed by the Commissioner that results in a student growth score.	Checked
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Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator. Such targets, as determined by the superintendent or another trained administrator, may only take the following characteristics into account: poverty, students with disabilities, English language learners status and prior academic history.	Checked
Assure that all growth targets are approved by the superintendent or another trained administrator.	Checked
Assure that any disagreement between parties regarding the content of the SLO, including the growth target, will be resolved by the superintendent or another trained administrator.	Checked
Assure that if a teacher's SLO is based on a small n size population and the district/BOCES chooses not to use the HEDI scoring bands listed in task 2.11, then the teacher's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in APPR Guidance.	Checked
Assure that processes are in place for the superintendent to monitor SLOs.	Checked
Assure that the final Student Performance category rating for each teacher will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents.	Checked

2.14) Use of the Optional Subcomponent and Student Performance Category Weighting

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the Required subcomponent must comprise at least 50% of the Student Performance category.

Please indicate the use of the Optional subcomponent by making the appropriate selection below. Information related to the Optional subcomponent will be entered into Task 3.

The Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

Task 3. Student Performance - Optional Subcomponent (Teachers)

Created: 02/21/2014

Last updated: 02/04/2016

Use the links above to move between pages in Task 3; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.

For guidance on the Optional subcomponent of the Student Performance measure, see NYSED APPR Guidance:

<https://www.engageny.org/resource/appr-3012-d>.

Page 1: Task 3.1

Page 1: Task 3.1 (Use of the Optional Subcomponent of the Student Performance Category)

OPTIONAL SUBCOMPONENT

(Up to 50% of Student Performance category if selected)

Such second measure shall apply in a consistent manner, to the extent practicable, across all classrooms in the same grade/subject in the district/BOCES and be either:

- (A) a second State-provided growth score on a State-created or administered test; provided that the State-provided growth measure is different than that used in the Required subcomponent, or
- (B) a growth score based on a State-designed supplemental assessment, calculated using a State-provided or approved growth model.

3.1) Use of the Optional Subcomponent of the Student Performance Category

Please indicate the use of the Optional subcomponent by making the appropriate selection below.

- If the Optional subcomponent WILL be used, please fill out tasks 3.2-3.12 by using the "Next" button to move through each task.

The Optional subcomponent WILL NOT be used in the Student Performance category for any teacher.

Task 4. Teacher Observation Category

Created: 02/21/2014

Last updated: 02/04/2016

Please note, within this section, task 4.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed.

** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For guidance on the Teacher Observation category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

Page 1

4.1) Teacher Practice Rubric

Select a teacher practice rubric from the menu of State-approved rubrics to assess performance based on the observable NYS Teaching Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu.

If your district/BOCES is using an additional rubric, please select the rubric from the second menu below. If your district/BOCES will not use a second rubric, please select "N/A" from the end of the drop-down menu. (Note: Any district/BOCES may use multiple rubrics, as long as the same rubric is used for all classroom teachers in a grade/subject across the district/BOCES.)

Rubric 1

Danielson's Framework for Teaching (2013 Revised Edition)

Rubric 2

N/A

4.2) Assurances

Please check all of the boxes below:

Assure that all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual observations.	Checked
Assure that the process for assigning points for the Teacher Observation category will be in compliance with the locally-determined subcomponent weights and overall Observation category score and rating based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that the same rubric(s) is used for all classroom teachers in a grade/subject across the district/BOCES; provided that districts/BOCES may locally determine whether to use different rubrics for teachers who teach different grades and/or subjects during the school year.	Checked
Assure that the same rubric(s) is used for all observations of a classroom teacher across the observation types in a given school year.	Checked

4.3) Process for Weighting Rubric Domains/Subcomponents

Please describe the process for weighting the observable domains/subcomponents of the chosen practice rubric (e.g., All observable components will be weighted equally and averaged). For guidance on the Teacher Observation category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

All observable components will be weighted equally and averaged.

4.4) Calculating Observation Ratings

Please check the boxes below:

Assure that each set of observations (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted observation score will then be converted into a HEDI rating using the chart shown below.	Checked
Assure that once all observations are complete, the different types of observations will be combined using a weighted average consistent with the weights specified in task 4.5 below, producing an overall Observation category score between 0 and 4. In the event that a teacher earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second observation(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator.	Checked

Teacher Observation Scoring Bands

	Overall Observation Category Score and Rating	
	Minimum	Maximum
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00
Effective	2.50	3.49
Developing	1.50	2.49

Ineffective	0.00	1.49
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4.5) Teacher Observation Subcomponent Weighting

Required Subcomponents:

- **Observations by Principal(s) or Other Trained Administrators: At least 80% of the Teacher Observation category score**
- **Observations by Impartial Independent Trained Evaluator(s)*: At least 10%, but no more than 20% of the Teacher Observation category score**

Optional Subcomponent:

- **Observations by Trained Peer Observer(s): No more than 10% of the Teacher Observation category score when selected**

Please be sure the total of the weights indicated equals 100%.

** If the district is granted an annual Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the use of one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator.*

	Principal - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Indicate the weighting of each subcomponent:	80%	20%	N/A

If your district has allocated weight to Peer Observer(s), please indicate the grades and subjects for which Peer Observers will be used:

(No response)

4.6) Assurances

Please check all of the boxes below:

Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the teacher(s) they are evaluating.	Checked
Assure that, if observations are being conducted by trained peer observer(s), these teacher(s) received an overall rating of Effective or Highly Effective in the previous school year.	Checked
Assure that the following elements will not be used in calculating a teacher's Observation category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of teacher effectiveness.	Checked
Assure that the length of all observations for teachers will be conducted pursuant to the locally-determined durations.	Checked
Assure that independent evaluator(s) will be trained and selected by the district/BOCES.	Checked

Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES.	Checked
Assure that at least one of the required observations will be unannounced.	Checked

Task 5. Overall Scoring (Teachers)

Created: 02/21/2014

Last updated: 02/04/2016

For guidance on APPR scoring, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

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5.1) Scoring Ranges

Student Performance: HEDI ratings must be assigned based on the point distribution below.

	Overall Student Performance Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
H	18	20
E	15	17
D	13	14
I	0	12

Teacher Observation: HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.

	Overall Observation Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74

5.2) Scoring Matrix for the Overall Rating

		Teacher Observation			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

* If a teacher is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an Optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall (see Education Law §3012-d (5)(a) and (7)).

5.3) Assurances

Please check all of the boxes below:

Assure that each subcomponent and category score and rating and the Overall rating will be calculated pursuant to the requirements specified in Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that it is possible to obtain a zero in each subcomponent.	Checked
Assure the overall rating determination for a teacher shall be determined according to the evaluation matrix.	Checked
Assure that a student will not be instructed, for two consecutive school years, by any two teachers of the same subject in the same school district who have received Ineffective ratings under Education Law §3012-d in the year immediately prior to the school year in which the student is placed in the teacher's classroom unless the district has received a waiver from the Department.	Checked

Task 6. Additional Requirements (Teachers)

Created: 02/21/2014

Last updated: 02/24/2016

Please note, within this section, tasks 6.2 (improvement plan), 6.4 (appeals language) and 6.6 (training language) may contain information from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 6.6 must be modified to address training of independent evaluators and, as applicable, peer observers.

* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.

For more information on the additional requirements for teachers, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

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6.1) Assurances: Teacher Improvement Plans

Assure that the district/BOCES will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive a Developing or Ineffective rating by October 1 following the school year for which such teacher's performance is being measured or as soon as practicable thereafter.	Checked
Assure that TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a teacher's improvement in those areas.	Checked

6.2) Attachment: Teacher Improvement Plan Forms

As a required attachment to this APPR plan, upload the TIP forms that are used in the school district/BOCES. All TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

- 1) identification of needed areas of improvement;
- 2) a timeline for achieving improvement;
- 3) the manner in which the improvement will be assessed; and, where appropriate,
- 4) differentiated activities to support a teacher's improvement in those areas.

For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

[https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49388/5324660-Df0w3Xx5v6/Teacher%20Improvement%20Plan%20\(1\)%20revised%202-24-16.docx](https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49388/5324660-Df0w3Xx5v6/Teacher%20Improvement%20Plan%20(1)%20revised%202-24-16.docx)

6.3) Assurance: Appeals

Please check the box below:

Assure the district/BOCES has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked
---	---------

6.4) Appeals

Pursuant to Education Law §3012-d, a teacher may only challenge the following in an appeal to their district/BOCES:

- (1) the substance of the annual professional performance review; which shall include the following:
 - (i) in the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally;
- (2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's/BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law §3012-d.

Describe the procedure for ensuring that appeals of annual performance evaluations will be handled in a timely and expeditious way:

APPR APPEALS PROCEDURE

The following procedures are the exclusive means for initiating, reviewing and resolving any and all appeals related to a teacher's Annual Professional Performance Review (APPR) overall HEDI rating.

APPR Subject to Appeals Process

- (1) Only a teacher who receives a rating of "Ineffective" or "Developing" may appeal his or her performance review. Any teacher that receives a rating of "Effective" or "Highly Effective" cannot appeal, however, has the right to submit a written professional response to his/her APPR, unless or until a time comes when the rating is used for any other purpose than evaluative, in which case the appeals procedure shall be re-negotiated and material changes will be submitted for approval by SED.
- (2) A teacher may appeal only the substance of his or her performance review. In the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally. The school district's adherence to standards and methodologies required for such reviews, adherence to applicable regulations of the Commissioner of Education, and the teacher's overall composite rating/HEDI rating in his/her Annual Professional Performance Review plan.
- (3) A teacher may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.
- (4) A teacher initiating the appeal must submit a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal, and an explanation of relief requested to the Superintendent, with a copy to the MWTA President. E-mail or other electronic submissions are not permitted. Any additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal.
- (5) Appeals concerning a teacher's performance review must be received in the office of the Superintendent of Schools no later than fifteen (15) school days after he/she receives his/her overall APPR composite rating. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the teacher's right to appeal that performance review.
- (6) STEP 1 – Meeting with the Principal/Supervising Administrator--
Within ten (10) school days of receiving the teacher's appeal the principal (or supervising administrator) who compiled the appeal shall have a meeting with the teacher. A MWTA representative and another administrator may attend this meeting per the teacher's or administrator's request.

(7) Under this appeals process the teacher is expected to provide an explanation of the relief requested. The teacher is required to provide facts and evidence upon which he/she seeks relief.

(8) The principal, having met with the teacher and Association representative, if applicable, will consider the documentary materials and the conversation, and will render a written decision to the Superintendent, Teacher and the MWTA President within ten (10) schooldays. A principal may choose to maintain the initial performance review, or may modify the overall composite rating/HEDI rating performance review based upon the discussion with the teacher and the documentary materials provided by the teacher.

(9) STEP 2--Once the principal's decision is rendered, the teacher may choose to move the appeal on to the District Professional Practice Review Team within ten (10) schooldays after the date of the Principal's decision to the Superintendent. The team will be comprised of five members:

Three members of the Marcus Whitman Teachers' Association appointed by the Association President

Two Administrators appointed by the Superintendent

The committee members will be appointed for each appeal. No administrator can hear an appeal of an evaluation s/he has completed. Another administrator will be assigned to the Team in such cases. No teacher can serve on the Team to examine an appeal of his or her own evaluation. The Association will assign another member to serve in such circumstances.

(10) The District Professional Practice Review Team will schedule a meeting to examine the documentary evidence of the appeal within ten (10) schooldays of receipt of an appeal. Upon the request of the teacher or the Review Team, the teacher will make a presentation to the Review Team for its consideration. The committee will make a decision within ten (10) school days of meeting to consider the appeal. The decision must set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal. The Review Team shall have the authority to recommend that the teacher's APPR rating be modified or affirmed. The review team will send its recommendations to the Superintendent for his/her final decision.

(11) Once a recommendation(s) is received, the superintendent will render a decision on the Review Team's recommendation within ten (10) school days. The decision must set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal. The Superintendent shall have the authority to modify, or affirm the rating and composite rating of the teacher's APPR. All appeals end with the superintendent's decision. A teacher cannot file another appeal for the same evaluation.

(12) If the appeal is fully or partially sustained, the original performance review shall be revised accordingly. The revised performance review may not be reviewed or appealed under this procedure. If the appeal is rejected, the original APPR and rating shall remain unchanged.

The teacher's failure to comply with the requirements of this Appeals Procedure shall result in a denial of the appeal. If the Appeal's Procedure is violated it shall be grounds for a contractual grievance.

6.5) Assurance: Evaluators

The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a teacher's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 below.

Checked

-
- (1) The New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
 - (2) Evidence-based observation techniques that are grounded in research
 - (3) Application and use of the student growth percentile model and any other growth model approved by the Department as defined in section 30-3.2 of this Subpart
 - (4) Application and use of the State-approved teacher rubric(s) selected by the district/BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher's practice
 - (5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its classroom teachers
 - (6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its teachers
 - (7) Use of the Statewide Instructional Reporting System
 - (8) The scoring methodology utilized by the Department and/or the district/BOCES to evaluate a teacher under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the teacher's overall rating and their category ratings
 - (9) Specific considerations in evaluating teachers of English language learners and students with disabilities
-

6.6) Training of Lead Evaluators, Evaluators, Independent Observers, and Peer Observers and Certification of Lead Evaluators

Describe the process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators. Your description must include:

- 1) the process for training lead evaluators and evaluators, including impartial independent observers and peer observers,
- 2) the process for the certification and re-certification of lead evaluators,
- 3) the process for ensuring inter-rater reliability,
- 4) the nature (content) and the duration (how many hours, days) of such training.

Any administrator/evaluator/independent evaluator who participates in the evaluation of teachers for the purpose of determining an APPR rating shall be fully trained and/or certified in Danielson 2013/Teachscape and as required by Education Law §3012-d (The 9 required elements) and the implementing Regulations of the Commissioner of Education prior to conducting a teacher evaluation. Evaluators will attend trainings offered each year by an area BOCES regarding the observation/evaluation requirements according to Education Law 3012-d. This training will be approximately 14 hours in length. Evaluators will also be recertified through Teachscape every two years (2016 2018, etc...)

The evaluators and Superintendent will meet to share observations and discuss inter-rater reliability including the use of data analysis to detect disparities among evaluators. This will occur 2 times per school year.

The Board of Education will certify evaluators annually and will provide documentation of certification in Danielson 2013/Teachscape to the Association President.

6.7) Assurances: Teacher Evaluation

Please check all of the boxes below:

Assure that the district/BOCES shall compute and provide to the teacher their score and rating for the Student Performance category, if available, and for the Teacher Observation category for a teacher's Annual Professional Performance Review, in writing, no later than the last school day of the school year for which the teacher is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's performance is being measured.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that teachers will receive timely and constructive feedback as part of the evaluation process.	Checked
Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any teacher's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of teacher effectiveness; any district or regionally-developed assessment that has not been approved by the Department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second observation(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator.	Checked

6.8) Assurances: Assessments

Please check all of the boxes below:

Assure that, where applicable, if students in Common Core courses are taking both the 2005 Learning Standards and Common Core versions of the Regents Assessment, then the district/BOCES will use the higher of the two scores to determine whether a student has met his/her growth target.	Checked
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the administration and scoring of those assessments.	Checked

6.9) Assurances: Data

Please check all of the boxes below:

Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.	Checked
Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked

Assure scores and ratings for all teachers will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements.	Checked
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked

Task 7. Student Performance – Required Subcomponent

Created: 02/21/2014

Last updated: 02/18/2016

For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance:
<https://www.engageny.org/resource/appr-3012-d>.

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REQUIRED SUBCOMPONENT

(100% of Student Performance category if only the Required subcomponent is used or at least 50% when used with Optional subcomponent)

(A) For a principal in grades 4-8 ELA, math and/or high school courses with State or Regents assessments (or principals of programs with any of these assessments) who have at least 30% of his/her students covered under a State-provided growth measure, such principal shall have a State-provided growth score based on such model.

(B) For a principal where less than 30% of his/her students are covered under the State-provided growth measure, such principal shall have a Student Learning Objective (SLO), consistent with the SLO process determined or developed by the Commissioner, that results in a student growth score; provided that, for any principal whose building or program includes courses that end in a State-created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO.

7.1) STATE-PROVIDED MEASURES OF STUDENT GROWTH

For principals with at least 30% of their students covered under a State-provided growth measure, such principal shall have a State-provided growth score based on such model. Please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth, (e.g., K-5, PK-6, 6-8, 6-12, 9-12, etc.). For principals where less than 30% of their students are covered under a State-provided growth measure, such principals shall have a SLO consistent with a goal setting process determined or developed by the Commissioner that results in a student growth score; provided that for any teacher whose course ends in a State created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO. (See Guidance for more detail on principals with State-provided measures and SLOs.)

For those principals who would typically receive a State-provided growth score, the district/BOCES must also include a back-up SLO process in the event that there are not enough students, not enough scores, or data issues that prevent a State-provided growth score from being calculated for that principal.

Please list the grade configurations of the schools or principals where State-provided growth measures will apply (please list, e.g., K-5, PK-6, 6-8, 6-12, 7-12, 9-12). For each configuration, also indicate the measure and assessment(s) used for the back-up SLO.

For each grade configuration indicate the following:

- **Column 1: lowest grade that corresponds to the building or program**
- **Column 2: highest grade that corresponds to the building or program**
- **Use the checkboxes to indicate the State assessments or Regents exams used**

Follow the examples below

Grades K-6:

- lowest grade = K
- highest grade = 6

- assessments = NYS Grades 4-6 ELA and Math Assessments (check all)

Grades 7-12:

- lowest grade = 7
- highest grade = 12
- assessments = NYS Grades 7-8 ELA and Math Assessments and All Regents assessments which are used to generate the principal's State-provided growth score (check all)

Grade Configuration #1

	GRADE FROM	GRADE TO
	3	5

Grade Configuration #1 Assessment Name(s)

Responses Selected:

NYS Grade 4 ELA Assessment
NYS Grade 5 ELA Assessment
NYS Grade 4 Math Assessment
NYS Grade 5 Math Assessment

Responses Selected:

Click to Add Another Configuration
--

Grade Configuration #2

	GRADE FROM	GRADE TO
	6	8

Grade Configuration #2 Assessment Name(s)

Responses Selected:

NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment

Responses Selected:

Click to Add Another Configuration
--

Grade Configuration #3

	GRADE FROM	GRADE TO
	9	12

Grade Configuration #3 Assessment Name(s)

Responses Selected:

All Regents assessments which are used to generate the principal's State-provided growth score
--

No Responses Selected

No Responses Selected

7.1) Assurances

Assure that the growth score provided by NYSED will be used, where required.	Checked
Assure that back-up SLOs will be set by the superintendent or another trained administrator for all principals who receive a State-provided growth score in the event that a State-provided growth score cannot be generated for that principal.	Checked

7.2) STUDENT LEARNING OBJECTIVES

SLOs must be used for principals in buildings or programs in which fewer than 30% of students take Grades 4-8 ELA, math, and/or high school courses with State or Regents assessments. SLOs will be developed using the assessments covering the most students in the school or program and continuing until at least 30% of students in the school or program are covered by SLOs. For guidance on SLOs, see NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>. The district/BOCES must select the type of assessment that will be used with the SLO from the options below.

- If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs must begin first with the SGP results.
- Additional SLOs must then be set based on grades/subjects with State assessments for which there is no State-provided growth measure, where applicable.
- If additional SLOs are necessary, principals must begin with the grade(s)/course(s) that have the largest number of students using school-wide student results from one of the following assessment options:
 - State-approved 3rd party assessment; or
 - State-approved district, regional, or BOCES-developed assessment.

For each grade configuration indicate the following:

- **Column 1: lowest grade that corresponds to the building or program**
- **Column 2: highest grade that corresponds to the building or program**
- **Column 3: measure used**
- **Once a measure is selected, a corresponding menu will appear for the selection of the name(s) of the assessment(s) used.**

Follow the example below

Grades K-3:

- lowest grade = K
- highest grade = 3
- measure = State or Regents assessment
- assessment = NYS Grade 3 ELA Assessment and NYS Grade 3 Math Assessment

Grade Configuration #1 Grades and Measure

	GRADE FROM	GRADE TO	MEASURE
	K	2	State or Regents assessment

Grade Configuration #1 State or Regents Assessment Name(s)

Responses Selected:

Common Core English Regents
Common Core Algebra Regents
Common Core Geometry Regents
Common Core Algebra II Regents
Living Environment Regents
Earth Science Regents
Chemistry Regents
Physics Regents
Global 2 Regents
US History Regents

No Responses Selected

7.3) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

7.4) Principals with More Than One Growth Measure

If educators have more than one State-provided growth score and rating, those scores and ratings will be combined into one score and HEDI rating for the Required Student Performance subcomponent provided by the Department. (Examples: Principals of K-8 schools with growth measures for ELA and math grades 4-8.)

If educators have more than one SLO (or a State-provided growth measure and an SLO), the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO (or in the State-provided growth measure and the SLO). For more information on principals with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>.

7.5) Assurances

Please check all of the boxes below:

Assure that the principal has an SLO or a back-up SLO, where applicable, consistent with the goal setting process developed by the Commissioner that results in a student growth score.	Checked
---	---------

Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator. Such targets, as determined by the superintendent or another trained administrator, may only take the following characteristics into account: poverty, students with disabilities, English language learners status and prior academic history.	Checked
Assure that all growth targets are approved by the superintendent or another trained administrator.	Checked
Assure that any disagreement between parties regarding the content of the SLO, including the growth target, will be resolved by the superintendent or another trained administrator.	Checked
Assure that if a principal's SLO is based on a small n size population and the district/BOCES chooses not to use the HEDI scoring bands listed in task 7.3, then the principal's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in APPR Guidance.	Checked
Assure that processes are in place for the superintendent to monitor SLOs.	Checked
Assure that the final Student Performance category rating for each principal will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents.	Checked

7.6) Student Performance Subcomponent Weighting

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the Required subcomponent must comprise at least 50% of the Student Performance category.

Please indicate the use of the Optional subcomponent by checking the box below. Information related to the Optional subcomponent will be entered into Task 8.

The Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

Task 8. Student Performance – Optional Subcomponent

Created: 02/21/2014

Last updated: 02/04/2016

Use the links above to move between pages in Task 8; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.

For guidance on the Optional subcomponent of the Student Performance category, see NYSED APPR Guidance:

<https://www.engageny.org/resource/appr-3012-d>.

Page 1: Task 8.1

Page 1: Task 8.1 (Use of the Optional Subcomponent of the Student Performance Category)

OPTIONAL SUBCOMPONENT

(Up to 50% of Student Performance category if selected)

Such second measure shall apply in a consistent manner, to the extent practicable, across all buildings with the same grade configuration or program in the district/BOCES and be either:

- (A) a second State-provided growth score on a State-created or administered test; provided that a different measure is used than that for the Required subcomponent in the Student Performance category, or
- (B) a growth score based on a State-designed supplemental assessment, calculated using a State-provided or approved growth model.

8.1) Use of the Optional Subcomponent for Student Performance Measures

Please indicate the use of the Optional subcomponent by making the appropriate selection below.

- If the Optional subcomponent WILL be used, please fill out tasks 8.2-8.4 by using the "Next" button to move through each task.

The Optional subcomponent WILL NOT be used in the Student Performance category for any principal.

Task 9. Principal School Visit Category

Created: 02/21/2014

Last updated: 02/04/2016

Please note, within this section, task 9.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed.

** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For guidance on the Principal School Visit category, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

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9.1) Principal Practice Rubric

Select a principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu.

If your district/BOCES is using an additional rubric, please select the rubric from the second menu below. If your district/BOCES will not use a second rubric, please select "N/A" from the end of the drop-down menu. (Note: Any district may use multiple rubrics, as long as the same rubric is used for all principals in the same or similar programs or grade configurations across the district.)

Rubric 1

Multidimensional Principal Performance Rubric

Rubric 2

N/A

9.2) Assurances

Please check all of the boxes below:

Assure that all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits.	Checked
Assure that the process for assigning points for the Principal School Visit category will be in compliance with the locally-determined subcomponent weights and overall School Visit category score and rating based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district/BOCES; provided that districts/BOCES may locally determine whether to use different rubrics for a principal assigned to different grade level configurations or building types.	Checked
Assure that the same rubric(s) is used for all school visits for a principal across the school visit types in a given school year.	Checked

9.3) Process for Weighting Rubric Domains/Subcomponents

Please describe the process for weighting the observable domains/subcomponents of the chosen practice rubric (e.g., All observable components will be weighted equally and averaged). For guidance on the Principal School Visit category, see NYSED APPR Guidance:

All observable components will be weighted equally and averaged.

9.4) Calculating School Visit Ratings

Please check the boxes below:

Assure that each set of school visits (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted school visit score will be converted into a HEDI rating using the chart shown below.	Checked
Assure that once all school visits are complete, the different types of school visits will be combined using a weighted average consistent with the weights specified in task 9.5 below, producing an overall School Visit category score between 0 and 4. In the event that a principal earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or his/her designee.	Checked

Principal School Visit Scoring Bands

	Overall School Visit Category Score and Rating	
	Minimum	Maximum
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00
Effective	2.50	3.49

Developing	1.50	2.49
Ineffective	0.00	1.49

9.5) Principal School Visit Subcomponent Weighting

Required Subcomponents:

- **School Visits by Supervisor(s) or other Trained Administrator(s): At least 80% of the Principal School Visit category score**
- **School Visits by Impartial Independent Trained Evaluator(s)*: At least 10%, but no more than 20% of the Principal School Visit category score**

Optional Subcomponent:

- **School Visits by Trained Peer Observer(s): No more than 10% of the Principal School Visit category score when selected**
- Please be sure the total of the weights indicated equals 100%.**

** If the district is granted an annual Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the use of one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or their designee.*

	Supervisor - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Indicate the weighting of each subcomponent:	80%	20%	N/A

If your district has allocated weight to Peer Observer(s), please indicate the grades and subjects for which Peer Observers will be used:

(No response)

9.6) Assurances

Please check all of the boxes below:

Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the principal(s) they are evaluating.	Checked
Assure that, if school visits are being conducted by trained peer observer(s), these principal(s) received an overall rating of Effective or Highly Effective in the previous school year.	Checked
Assure that the following elements will not be used in calculating a principal's school visit category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness.	Checked
Assure that the length of all school visits for principals will be conducted pursuant to the locally-determined durations.	Checked

Assure that independent evaluator(s) will be trained and selected by the district/BOCES.	Checked
Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES.	Checked
Assure that at least one of the required school visits will be unannounced.	Checked
Assure that school visits will not be conducted via video.	Checked

Task 10. Overall Scoring (Principals)

Created: 02/21/2014

Last updated: 02/04/2016

For guidance on APPR scoring, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

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10.1) Scoring Ranges

Student Performance: HEDI ratings must be assigned based on the point distribution below.

	Overall Student Performance Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
H	18	20
E	15	17
D	13	14
I	0	12

Principal School Visits: HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.

	Overall School Visit Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74

10.2) Scoring Matrix for the Overall Rating

		Principal School Visit			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

* If a principal is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an Optional subcomponent of the Student Performance category, the principal can be rated no higher than Ineffective overall (see Education Law §3012-d (5)(a) and (7)).

10.3) Assurances

Please check all of the boxes below:

Assure that each subcomponent and category score and rating and the Overall rating will be calculated pursuant to the requirements specified in Subpart 30-3 of the Rules of the Board of Regents.	Checked
Assure that it is possible to obtain a zero in each subcomponent.	Checked
Assure the overall rating determination for a principal shall be determined according to the evaluation matrix.	Checked

Task 11. Additional Requirements - Principals

Created: 02/21/2014

Last updated: 02/24/2016

Please note, within this section, tasks 11.2 (improvement plan), 11.4 (appeals language) and 11.6 (training language) may contain information from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 11.6 should be modified to address training of independent evaluators and, as applicable, peer observers.

* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.

For guidance on additional requirements for principals, see NYSED APPR Guidance: <https://www.engageny.org/resource/appr-3012-d>.

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11.1) Assurances: Improvement Plans

Please check the boxes below:

Assure that the district/BOCES will formulate and commence implementation of a Principal Improvement Plan (PIP) for all principals who receive a Developing or Ineffective rating by October 1 following the school year for which such principal's performance is being measured or as soon as practicable thereafter.	Checked
Assure that PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a principal's improvement in those areas.	Checked

11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in the school district/BOCES. All PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

- 1) identification of needed areas of improvement;
- 2) a timeline for achieving improvement;
- 3) the manner in which the improvement will be assessed; and, where appropriate,
- 4) differentiated activities to support a principal's improvement in those areas.

For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

<https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49338/5324665-Df0w3Xx5v6/Administrator%20Improvement%20Plan%20revised%202-24-16.docx>

11.3) Assurance: Appeals

Please check box below:

Assure the district/BOCES has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked
---	---------

11.4) Appeals

Pursuant to Education Law §3012-d, a principal may only challenge the following in an appeal to their district/BOCES:

- (1) the substance of the annual professional performance review; which shall include the following:
 - (i) in the instance of a principal rated Ineffective on the student performance category, but rated Highly Effective on the school visit category based on an anomaly, as determined locally;
- (2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's/BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law §3012-d.

Describe the procedure for ensuring that appeals of annual performance evaluations will be handled in a timely and expeditious way:

Appeals Process

The following procedures are the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to an administrator's Annual Professional Performance Review (APPR).

The grievance and/or arbitration procedures in any negotiated agreement shall not be used to appeal or review an administrator's annual professional performance review. To the extent that a conflict exists between a negotiated agreement and this procedure, the terms and conditions of this procedure shall prevail and be applied.

These procedures will remain in effect until the next contract negotiations or until the requirement to have such a procedure under Education Law §3012-d is repealed by law, regulation or a valid ruling by a court or administrative agency with jurisdiction. Any material changes will be sent to SED for approval.

(1) Only administrators who receive a rating of "Ineffective" and "Developing" may appeal his or her performance review. Any administrators that receive a rating of "Effective" or "Highly Effective" cannot appeal, however, have the right to submit a written professional response to their APPR.

(2) An administrator may appeal only the substance of his or her performance review, the school district's adherence to standards and methodologies required for such reviews, adherence to applicable regulations of the Commissioner of Education, and compliance with the procedures for the conduct of performance reviews set forth in the Annual Professional Performance Review plan.

(3) An administrator may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

(4) Appeals concerning an administrator's performance review must be received in the office of the Superintendent of Schools no later than 10 school days after he/she receives his/her APPR rating. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the administrator's right to appeal that performance review.

(5) Administrators can pursue procedural and/or substantive appeals. Process appeals and substantive appeals by administrators shall be heard by a WFL BOCES designee. The WFL BOCES designee will be assigned to review and render a decision on the appeal. The designee will be collaboratively agreed upon by Superintendent and MWAA President (or MWAA Designee).

(6) A administrator wishing to initiate an appeal must submit a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal, to the Superintendent, with a copy to the MWAA President (or MWAA Designee). The appeal must be submitted in writing. E-mail

or other electronic submissions are not permitted. Any additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal.

(7) Under this appeals process the administrator is expected to provide an explanation of relief requested. The administrator is required to provide facts and evidence upon which he/she seeks relief. All materials will be delivered to the WFL BOCES designee within 10 calendar days of selection by the district and MWAA.

(8) The WFL BOCES designee, shall consider the evidence, perform any investigation, and render a written decision to the Superintendent, Administrator and the MWAA President (or MWAA Designee) within 30 calendar days

(9) The decision of the WFL BOCES designee shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the WFL BOCES designee shall not be subject to any further appeal. The designee will be collaboratively agreed upon by Superintendent and MWAA President (or MWAA Designee).

(10) If the appeal is sustained, the original performance review shall be revised accordingly. The revised performance review may not be reviewed or appealed under this procedure. If the appeal is rejected, the original APPR and rating shall remain unchanged.

(11) The district and MWAA will negotiate specific details of any future programs to ward supplemental compensation. APPR ratings will be a significant factor in any decision to award supplemental compensation.

The administrator's failure to comply with the requirements of this Appeals Procedure shall result in a denial of the appeal.

11.5) Assurance: Evaluators

The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a principal's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 below.	Checked
--	---------

- (1) The New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
- (2) Evidence-based observation techniques that are grounded in research
- (3) Application and use of the student growth percentile model and any other growth model approved by the Department as defined in section 30-3.2 of this Subpart
- (4) Application and use of the State-approved principal rubric(s) selected by the district/BOCES for use in evaluations, including training on the effective application of such rubrics to observe a principal's practice
- (5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its building principals
- (6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its principals
- (7) Use of the Statewide Instructional Reporting System
- (8) The scoring methodology utilized by the department and/or the district/BOCES to evaluate a principal under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the

principal's overall rating and their category ratings

(9) Specific considerations in evaluating principals of English language learners and students with disabilities

11.6) Training of Lead Evaluators, Evaluators, Independent Observers, and Peer Observers and Certification of Lead Evaluators

Describe the process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators. Your description must include:

- 1) the process for training lead evaluators and evaluators, including impartial independent observers and peer observers,
- 2) the process for the certification and re-certification of lead evaluators,
- 3) the process for ensuring inter-rater reliability,
- 4) the nature (content) and the duration (how many hours, days) of such training.

The lead evaluator (Superintendent) in the district responsible for observing and evaluating administrators will be certified annually, by WFL BOCES. They must successfully complete training each year through training sessions offered by the Wayne-Finger Lakes BOCES. The training consists of the lead evaluator participating in collegial study of the Mutlidimensional Principal Performance Rubric in addition to the required elements in NYS Education Law 3012-d and subpart 30-3 of the Rules of the Board of Regents. This training consists of 20 hours of meetings and "rating sessions" to examine evidence being gathered by each participant. These "rating sessions" include; observing and evaluating teachers and then comparing our evaluations for inter-rater reliability.

The independent evaluator used to observe and evaluate adminsitrators in the MWCSd will attend the same training sessions as the lead evaluator (superintendent) of the District.

Approximately 22 hours will be spent recertifying each year.

11.7) Assurances: Principal Evaluation

Please check all of the boxes below:

Assure that the district/BOCES shall compute and provide to the principal their score and rating for the Student Performance category, if available, and for the Principal School Visit category for a principal's Annual Professional Performance Review, in writing, no later than the last school day of the school year for which the principal is being measured, but in no case later than September 1 of the school year next following the school year for which the principal's performance is being measured.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked

Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any principal's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness; any district or regionally-developed assessment that has not been approved by the department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the supervisor or other trained administrator.	Checked

11.8) Assurances: Assessments

Please check all of the boxes below:

Assure that, where applicable, if students in Common Core courses are taking both the 2005 Learning Standards and Common Core versions of the Regents Assessment, then the district/BOCES will use the higher of the two scores to determine whether a student has met his/her growth target.	Checked
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the administration and scoring of those assessments.	Checked

11.9) Assurances: Data

Please check all of the boxes below:

Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.	Checked
Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
Assure scores and ratings for all principals will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements.	Checked
Assure that enrolled students in accordance with policies for student assignment to schools and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked

Task 12. Joint Certification of APPR Plan

Created: 02/21/2014

Last updated: 02/24/2016

Page 1

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: [APPR District Certification Form](#). Please note that Review Room timestamps each revision and signatures cannot be dated earlier than the last revision.

https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49456/5324666-JbgOrIWgSI/Signature%20page%202-24-16_068yun3.pdf

File types supported for uploads

PDF (preferred)

Microsoft Office (.doc, .ppt, .xls)

Microsoft Office 2007: Supported but not recommended (.docx, .pptx, .xlsx)

Open Office (.odt, .ott)

Images (.jpg, .gif)

Other Formats (.html, .xhtml, .txt, .rtf, .latex)

Please note that .docx, .pptx, and .xlsx formats are not entirely supported.

Please save your file types as .doc, .ppt or .xls respectively before uploading.

Section N: Teacher Improvement Plan (TIP) Process

NYS Education Law 3012-d and Subpart 30-3 requires that any teacher with an annual professional performance review rated as Developing or Ineffective shall receive a Teacher Improvement Plan. A TIP shall be developed by the superintendent/designee. Union representation shall be afforded at the teacher's request. A TIP is not a disciplinary action. At the end of the timeline, the teacher, administrator and mentor (if one has been assigned), and a union representative (if requested by the teacher) shall meet to assess the effectiveness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly by the superintendent/designee.

The District and the Association view the Teacher Improvement Plan as a tool to assist professional staff with their performance in order to impact positively student achievement. Professional goals will be set to ensure growth toward improved student outcomes. Working towards this growth in an environment of professional respect is an expectation for all parties.

The TIP (based on the teacher's overall APPR composite rating) is required to be used for a teacher whose overall teacher composite rating is rated as "Developing" or "Ineffective."

The TIP should be developed any time after the teacher has received his/her overall composite rating, but no later than October 1st.

The TIP should be structured around four domains, which are inclusive of the teaching seven standards. All requirements of the TIP must be realistic and focused on improving teaching in the classroom.

The following should be included on the TIP:

- Identification of the areas that need improvement;
- A clear timeframe for accomplishment;
- Success measures;
- Clear support from the administrator/designee;
- Date of future meetings.

All participants in the TIP meeting should be listed on the TIP. Periodic follow-up sessions should be conducted to assess the teacher's progress.

THERE ARE THREE PHASES TO THE MARCUS WHITMAN TEACHER IMPROVEMENT PLAN PROCESS:

- Awareness Phase
 - Collaborative Assistance Phase
 - Directed Assistance Phase
-
- Teachers who receive an Overall Composite Rating of "Ineffective" or "Developing" rating shall be placed in the Collaborative Assistance Phase.
 - The District may place a teacher on the Awareness or Collaborative phase of the assistance plan at any time of the year if the teacher needs improvement in a specific

area or there are areas of concern that may or may not be related to academic areas. A teacher retains the right to grieve TIPs of this nature per the contract.

AWARENESS PHASE

1. A concern is identified by the administrator or the teacher.
2. The administrator and the teacher meet to review the areas of concern in predetermined time frame. (*Appendix L-Awareness Phase Plan/Awareness Phase Review*)
3. A specific plan will be developed which includes:
 - Growth-promoting goals that are specific, measurable, action oriented, realistic, and time bound;
 - Strategies for resolution of the concern;
 - Timelines;
 - Indicators of progress;
 - Resources and support needed. (*Appendix M-Professional Assistance Plan*)
4. At the conclusion of the Awareness Phase, the administrator will review the progress and will make one of the following recommendations:
 - The teacher is no longer on a TIP because they met the requirements of the plan; OR
 - In the event the concern is not resolved, the teacher is placed into either the collaborative or directed assistance phase. At this point, the teacher will be advised by the administrator to discuss the situation with the Marcus Whitman Teachers Association or designated representative. The teacher or the administrator may request other representation in all subsequent meetings regarding the concern.

COLLABORATIVE ASSISTANCE PHASE

1. Review the recommendations from the Awareness Phase.
2. A specific plan will be developed which includes:
 - Growth-promoting goals that are specific, measurable, action oriented, realistic, and time bound;
 - Strategies for resolution of the concern;
 - Timelines;
 - Indicators of progress;
 - Resources and support needed. (*Appendix M-Professional Assistance Plan*)
3. The administrator and the teacher set up a specific time to review what progress has been made. (*Appendix N-Professional Assistance Plan Meeting Summary/Evaluation Summary Report will be used with each meeting held for reviewing progress.*)
4. One of the following recommendations will be made upon reviewing the teacher's progress (Appendix N):
 - The teacher is no longer on a TIP because they met the requirements of the plan; OR
 - The teacher remains in the Collaborative Assistance Phase with revised goals and timelines; OR
 - The concern is not resolved, and the teacher is moved into the Directed Assistance Phase.

DIRECTED ASSISTANCE PHASE

1. The teacher may be placed in the Directed Assistance Phase because of, but not limited to:
 - Not meeting the standards of the Danielson 2013 rubric after being in the Collaborative Assistance Phase;
 - Insubordination;
 - Specific policy or rule violation(s).
2. The Directed Assistance Phase begins with a meeting between the administrator, teacher, and Marcus Whitman Teachers' Association President or designated representative. Other resource people may be involved, i.e., central office administrator(s) and/or NYSUT representative.
3. The administrator will identify in writing the specific Danielson Rubric Domain(s), rule or policy in violation. The teacher will be given an opportunity to respond. Following the discussion, the administrator will indicate the next steps to be taken, such as:
 - A specific remedial plan with timeline (Appendix M; *progress will be reviewed using Appendix N*);
 - Requirement of specific training in or outside of the school, or evaluation by a professional;
 - Placement of the teacher on paid administrative leave;
 - Recommendation for further corrective action by the Superintendent and Board of Education, following New York State Education Law.
4. The Directed Assistance Phase only addresses ongoing performance concerns not corrected by the teacher under either the Awareness Phase or the Collaborative Assistance Phase. The Directed Assistance Phase is not intended as a restriction on the district's right to take appropriate disciplinary action for teacher misconduct without prior resort to either the Awareness Phase or the Collaborative Assistance Phase.

(Appendix L)

Awareness Phase Plan/Awareness Phase Review

Marcus Whitman Central School District

Name: _____ Grade/Subject: _____

Administrator: _____ Date: _____

Awareness Phase Plan/Awareness Phase Review

Marcus Whitman Central School District

Name: _____ Grade/Subject: _____

Administrator: _____ Date: _____

Awareness Phase Plan

Specific statement of problem(s) related to the components of the Danielson Frameworks for Teaching Rubric:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Time frame: _____

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Written response attached: ☐ Yes ☐ No

Awareness Phase Review

Date: _____

Administrator's recommendations:

Teacher Comments:

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Awareness Phase Plan

Specific statement of problem(s) related to the components of the Danielson Frameworks for Teaching Rubric:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Time frame: _____

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Written response attached: ☐Yes ☐No

Awareness Phase Review

Date: _____

Administrator's recommendations:

Teacher Comments:

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

APPENDIX M

Professional Assistance Plan

Marcus Whitman Central School District

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Name: _____ Discipline/Grade: _____

Professional Assistance Plan

Marcus Whitman Central School District

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Name: _____ Discipline/Grade: _____

Administrator: _____ Date: _____

Specific Statement of Problem(s) related to the Components of the Danielson Frameworks for Teaching Rubric:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Review Dates:

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Written response attached: ☐ Yes ☐ No

APPENDIX N

PROFESSIONAL ASSISTANCE PLAN

Meeting Summary/Evaluation Summary Report

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Name: _____ Administrator: _____

Which meeting: __ First __ Second __ Third __ Fourth __ Fifth

Goal(s) addressed:

Strategies implemented:

Resources/Support Utilized to Date:

Administrator Comments/Recommendations:

Teacher Comments:

Next meeting date: _____

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Administrator: _____ Date: _____

Specific Statement of Problem(s) related to the Components of the Frameworks for Teaching Rubric:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Review Dates:

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Teacher Signature

Date

Written response attached: ☐ Yes ☐ No

PROFESSIONAL ASSISTANCE PLAN

Meeting Summary/Evaluation Summary Report

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Name: _____ Administrator: _____

Which meeting: __ First __ Second __ Third __ Fourth __ Fifth

Goal(s) addressed:

Strategies implemented:

Resources/Support Utilized to Date:

Administrator Comments/Recommendations:

Teacher Comments:

Next meeting date: _____

Administrator Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Administrator Improvement Plan

PURPOSE:

- To enable an administrator the opportunity to seek assistance in any of the components of the Multidimensional Principal Performance Rubric (MPPR);
- To provide a more structured process for an administrator who earns a composite rating on an annual evaluation that indicates that the administrator is “Ineffective” or “Developing.” The administrator rating as Ineffective or Developing will enter the improvement plan at either the Collaborative or Directed Assistance phase.
- To provide due process for disciplinary action.

THREE PHASES:

- Awareness Phase
- Collaborative Assistance Phase
- Directed Assistance Phase

AWARENESS PHASE

1. A concern is identified by the superintendent or administrator.
2. The superintendent/designee and there pedagogical judgement meets with the administrator to review the established time frame. (*Attachment J—Awareness Phase Plan/Awareness Phase Review*)
3. A specific plan will be developed which includes:
 - Growth-promoting goals that are specific, measurable, action oriented, realistic, and time bound;
 - Strategies for resolution of the concern;
 - Timelines;
 - Indicators of progress;
 - Resources and support needed
4. At the conclusion of the Awareness Phase, the superintendent will review the progress and will make one of the following recommendations:
 - The administrator has adequately corrected the concern.
 - In the event the concern is not resolved, the administrator is placed into either the collaborative or directed assistance phase. At this point, the administrator will be advised by the superintendent to discuss the situation with the Marcus Whitman Administrators Association or designated representative. The administrator or the administrator may request other representation in all subsequent meetings regarding the concern.

COLLABORATIVE ASSISTANCE PHASE

1. Review the recommendations from the Awareness Phase.
2. A specific plan will be developed which includes:
 - Growth-promoting goals that are specific, measurable, action oriented, realistic, and time bound;
 - Strategies for resolution of the concern;
 - Timelines;
 - Indicators of progress;
 - Resources and support needed. (*Attachment K—Professional Assistance Plan*)
3. The superintendent and administrator set up a specific time to review what progress has been made. (*Attachment L—Professional Assistance Plan Meeting Summary/Evaluation Summary Report will be used with each meeting held for reviewing progress.*)
4. One of the following recommendations will be made upon reviewing the teacher's progress (*Attachment L*):
 - The concern is resolved and the PIP is ended.
 - The administrator remains in the Collaborative Assistance Phase with revised goals and timelines.
OR
 - The concern is not resolved, and the administrator is moved into the Directed Assistance Phase.

DIRECTED ASSISTANCE PHASE

1. The administrator may be placed in the Directed Assistance Phase because of, but not limited to:
 - Not achieving the "Effective" or "Highly Effective" level on specific components of the MPPR after being in the Collaborative Assistance Phase;
 - Insubordination;
 - Specific policy or rule violation(s).
2. The Directed Assistance Phase begins with a meeting between the superintendent, administrator, and Marcus Whitman Administrators Association President or designated representative. Other resource people may be involved.
3. The superintendent will identify in writing the specific components of the MPPR, rule or policy in violation. The administrator will be given an opportunity to respond. Following the discussion, the superintendent will indicate the next steps to be taken, such as:

- A specific remedial plan with timeline (*Attachment K; progress will be reviewed using Attachment L*);
 - Requirement of specific training in or outside of the school, or evaluation by a professional;
 - Placement of the administrator on paid administrative leave;
 - Recommendation for further corrective action by the Board of Education, following New York State Education Law.
4. The Directed Assistance Phase only addresses ongoing performance concerns not corrected by the administrator under either the Awareness Phase or the Collaborative Assistance Phase. The Directed Assistance Phase is not intended as a restriction on the district's right to take appropriate disciplinary action for administrator misconduct without prior resort to either the Awareness Phase or the Collaborative Assistance Phase.

Awareness Phase Plan/Awareness Phase Review
Marcus Whitman Central School District

Administrator: _____ Grade/Subject: _____

Superintendent: _____ Date: _____

Awareness Phase Plan

Specific statement of problem(s) related to the Multidimensional Principal performance Rubric:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Time frame: _____

Superintendent's Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Administrator's Signature

Date

Written response attached: ☐ Yes ☐ No

Awareness Phase Review

Date: _____

Superintendent's recommendations:

Administrator Comments:

Superintendent's Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Administrator Signature

Date

Administrator Assistance Plan

Marcus Whitman Central School District

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Administrator: _____ Discipline/Grade: _____

Superintendent: _____ Date: _____

Specific Statement of Problem(s) related to the Multidimensional Principal Performance Rubric; act(s) of insubordination; or specific rule or policy violation:

Goals (measurable, action-oriented, realistic, time-bound):

Strategies/Resources/Indicators of Progress

Review Dates:

Superintendent Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Administrator Signature

Date

Written response attached: ☐ Yes ☐ No

ADMINISTRATOR ASSISTANCE PLAN

Meeting Summary/Evaluation Summary Report

____ Collaborative Assistance Plan

____ Directed Assistance Plan

Name: _____ Superintendent: _____

Which meeting: __ First __ Second __ Third __ Fourth __ Fifth

Goal(s) addressed:

Strategies implemented:

Resources/Support Utilized to Date:

Superintendent Comments/Recommendations:

Administrator Comments:

Next meeting date: _____

Superintendent's Signature

Date

I have discussed the contents of this document with the administrator and have been provided the opportunity to respond in writing.

Administrator Signature

Date

DISTRICT CERTIFICATION FORM: Please download this form, sign and upload to APPR form

By signing this document, the school district or BOCES certifies that this document constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan, that all provisions of the APPR that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such APPR Plan complies with the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES. By signing this document, the collective bargaining agent(s) of the school district or BOCES, where applicable, certify that this document constitutes the district's or BOCES' complete APPR Plan, that collective negotiations have been completed on all provisions of the APPR that are subject to collective bargaining, and that such APPR Plan complies with the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that this APPR Plan is the district's or BOCES' complete APPR Plan and that such plan will be fully implemented by the school district or BOCES; that there are no collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent, conflict, or interfere with full implementation of the APPR Plan; and that no material changes will be made to the Plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-3 of the Rules of the Board of Regents.

The school district and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this APPR Plan is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this APPR Plan will be returned or forfeited to the State pursuant to Chapter 57 of the Laws of 2012 and/or 2013 and Education Law §3012-d(11), as applicable.

The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR review will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES shall compute and provide to the teacher/principal their score and rating on the Student Performance category, if available, for the Teacher Observation category or Principal School Visit Category for a teacher's or principal's annual professional performance review, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured
- Assure that the APPR Plan will be filed in the district office and made available to the public on the district's or BOCES' website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual category and subcomponent scores and the overall rating for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English language learners and students with disabilities
- Assure that educators who receive a Developing or Ineffective rating will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter
- Assure that such improvement plan shall be developed by the superintendent or his/her designee in the exercise of

their pedagogical judgment

- Assure that all evaluators and lead evaluators, including independent evaluators and peer evaluators, as applicable, will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the statute and regulations and that they provide for the timely and expeditious resolution of an appeal
- Assure that, for teachers, all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least a year across the total number of annual observations and, for principals, all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0, for each subcomponent and that the district and BOCES shall ensure that the process by which weights and scoring ranges are assigned to subcomponents and categories is transparent and available to those being rated before the beginning of each school year
- Assure that if a second measure for the Student Performance category is locally selected, then the same locally selected measures of student growth across all classrooms in the same grade/subject in the district/BOCES must be used in a consistent manner to the extent practicable
- Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator.
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner, to the Commissioner for approval
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the statute, regulations, and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to Subpart 30-3 of the regulations
- Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by State or Federal law for each classroom or program of the grade does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such classroom or program of the grade; and
- Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, or performance assessments shall not be counted towards the limits established by this subdivision. In addition, formative and diagnostic assessments shall not be counted towards the limits established by this subdivision and nothing in this subdivision shall be construed to supersede the requirements of a section 504 plan of a qualified student with a disability or Federal law relating to English language learners or the individualized education program of a student with a disability.

Signatures, dates

Superintendent Signature:

Date: 2/24/16



Teachers Union President Signature:

Date: 2/24/16



Administrative Union President Signature:

Date: 2/24/16



Board of Education President Signature:

Date: 2/24/16

